**Methods Trial #3: Julie Fowble**

My third methods trial was accomplished using polleverywhere.com.

On April 4th my team hosted an annual Human Resources Professional Development Day. This conference consisted of HR professionals from all entities of the Choctaw Nation of Oklahoma. We had participants from many different locations. Our conference consisted of five topics:

* Behavioral Interviewing
* Conducting Effective Performance Appraisals
* Differentiating & Communication Performance
* Gender-Based Communication Differences
* Strategic Impact

I had the opportunity to work with the facilitator in order to coordinate polleverywhere.com into several activities. The two that stood out the most were 1) using it as an ice-breaker and 2) polling questions during the Gender-Based Communication Differences session.

Since there were so many people who had never met or only spoken electronically, we made it a point to get them acquainted with each other. We then followed up with adding years of experience in the room along with the average amount of time our HR staff had been employed with the Choctaw Nation of Oklahoma (CNO). We set up the poll to have them text the number of years they had been with the company. The only roadblocks experienced were getting them to type the information in the phone correctly, there were some who required a little help. There were no connection problems. It was fun to see their faces light up as their information appeared on the screen. We then took the info collected through the poll and averaged it to show the average employment time of an HR employee, which was around 8 years.

Next, in order to build confidence before starting the conference we took all of the polleverywhere.com responses and added them up. Once they were all added up we presented it as “This is how many years of combined experience that is in this room”. The number was very high and it added a new perspective.

The second trial conducted with Gender-Based Communication Differences was used after lunch to boost the participant’s energy. We named the poll “Truth or Consequences”. We would place a question and have them text true or false. The only setback is that it was a little time consuming, more so than we had allotted for that session. However, the crowd was so engaged it was worth the extra time. Here are a few of the questions we asked:

* T or F: Men drive better than women do
* T or F: Pink is a color for girls. Blue is a color for boys
* T or F: Men are more direct than women
* T or F: Women are not as competitive as men

After we gave the answer we gave the factual answer with resources. This trial was a lot of fun, a great success, and a huge hit with our participants. I will definitely be using it again in the future!